



CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Authorization to Conduct Salary Survey for Council appointees and Department Heads

MEETING DATE: December 20, 2000

SUBMITTED BY: Human Resources Director

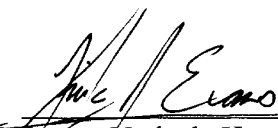
RECOMMENDED ACTION: That the City Council authorize a salary survey to be conducted for Council appointees and Department Head positions.

BACKGROUND INFORMATION: Over the last year, the City has conducted salary surveys (pursuant to labor agreements) for the majority of city employees. The City Council has philosophically maintained and implemented the results of these surveys by comparing the mean (average) salary with the City's salary, and setting the City's salary with the mean of our survey cities.

Although some department heads positions' have been surveyed individually (i.e. Community Center Director) others have not been reviewed for many years. Most cities review positions within their organizations every 5-7 years to maintain a salary plan based upon the market, which ensures fair and competitive wages. The last time a survey was conducted for Council Appointees and Department Heads was in June, 1990.

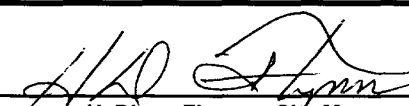
FUNDING: Not applicable

Respectfully submitted,


for Joanne Narloch, Human Resources Director

cc: City Attorney

APPROVED: _____


H. Dixon Flynn -- City Manager